

#13 HX Bargaining Update - UC San Francisco (FULL REPORT)

UC stands by insulting 2% cost of living increase

Dozens of UPTE members joined the 13th HX bargaining session at UCSF on Monday and Tuesday May 14-15 to remind UC that UCSF will not remain one of the top 5 hospitals in the nation if they won't provide the pay and benefits to retain top talent.

UC says 2% and no steps is "only their first offer" but the truth they have passed this insulting offer three times, each with an expiration date! UPTE knows that when combined with increased healthcare costs this "cost of living" amounts to a pay cut: we say come to the table with a serious offer. We will fight for UC to prioritize the safe staffing and fair wages that make us a world-class institution - not excessive executive salaries.

Proposals Discussed

Article 7 Union Dues -

UPTE agreed to change the title of the article but maintained language for membership details. UPTE maintains proposed language to legally protect the union and our members since UC chronically corrupts their files.

Article 8 Grievance

Suzanne Taylor - UCOP Title IX Coordinator, came to discuss current and evolving UC policy. Federal Law is not specific to Sex discrimination, sexual harassment and sexual violence but is overseen by the Federal Office for civil rights which states that Title IX applies to any Education institution who receive federal funds. UCOP has a strong stance against sexual harassment and sexual violence and has established a system wide title IX office, defined confidential care experts, developed a system wide policy with comprehensive training and education for students and staff. The team assesses complaints and offers rights and accommodations, investigates and makes conclusions and recommendations including an alternate resolution process. Discipline depends on identity (student vs employee) and may lead to a grievance or appeal. Chancellor ultimately decides discipline for employees but is now also influenced by a peer review board. An alternative resolution process includes informing both parties and possible resolutions before any formal investigation or action is taken. UC is proposing UPTE puts grievances regarding these complaints on hold during this process with out without the UPTE members consent.

UPTE is seeking to maintain current contract language to protect members, such as changing a work location through the grievance process and not necessarily through the formal Title IX investigation. UCOP agrees then main problem would be to address putting the grievance into abeyance instead of reviewing the step one compliant.

Article 13 Layoffs

UC proposed to keep language on emergency layoffs while UPTE maintains it is not a necessity. UC agrees to seniority language, but wanted to delete noticing the union of any volunteer layoffs. UPTE had to point out to UC that if UC noticed on a senior person being laid off, UPTE would file charges for violation of seniority rights, not knowing the layoff was voluntary. UPTE seeks to add current contract language from RxTx contract which simplifies the process. Preferential rehire language was discussed to better define terms and conditions.

Article 32 Release Time for Bargaining

UPTE agreed to minor UC language changes to dates and requests. UPTE proposes rewriting days to pass initial proposals to be consistent with current practice and is pushing for paid preparation time similar to the Rx and Tx contracts.

UPTE members came to express concerns:

Social work associate - 20 year employee working at the level of a social worker in San Francisco General Hospital with 38 clients (who have HIV/AIDS, are homeless, with psychological and polysubstance abuse issues) but since the only Social Worker left, he has been working out of class as a social worker. He attempted a reclassification to Social Worker since 2013 but felt demoralized by management and frustrated. He currently works two jobs to pay rent.

Child Life Specialist - still requesting weekend pay differential while other job titles are getting a shift differential. "It is cheaper to get a parking ticket every week than it is to pay for parking." There are no premium holidays for exempt job titles as weekends and holidays are staffed more and more as a regular work day.

Clinical Social Worker - "We are here for social justice and to assist the patients and families that we serve, yet we do not feel respected by UC. We are one of the first employees that patients see in the hospital, we assist in ensuring appropriate care, and soothe them to create a healthy experience in the hospital. When there are difficult times and problems in patient care, to decrease the concerns of lawsuits with risk assessment and potential problems in the home. Compassion fatigue and burnout are real and we need good benefits." The work is intense, draining, challenging and exhausting and they feel unappreciated and under compensated. Recruitment and retention are a problem and the UC proposals are not addressing this.

Clinical Lab Specialists - Forced to work more than 12 hours shifts due to understaffing and inability to hire, while increasing parking rates for less parking spaces. Even though UC offered a 4% raise to CLS titles, it will not help to hire and retain, since they are 10-14% undermarket. This small raise would be eliminated as employees pay more for parking and health benefits. UC is unable to hire their own CLS interns. As other retirees are leaving, some retirees are being asked to come back as per diem due to a shortage of CLS employees. Outside recruiters are calling UCSF CLS staff and offering them salaries which are \$10 per hour more than UC and include a large sign on bonuses.

Physician Assistant - NP's and PA's have similar same scope of practice but do not have pay parity. PA's perform surgeries, add value and volume to UC which increase revenue for UC. PAs cover for NPs but NPs do not perform surgery and are unable to cover for PAs. PAs are requesting a PA 1, 2 and 3 series based on experience like the NPs have but UCSF has ignored their proposal. Nationally and in California NPs and PAs are paid similarly, but UC is the exception. RNs and NPs get more premium holidays than all other represented staff. The PAs are treated by UC as second class while the number of PAs have significantly increased at UCSF over the past years. Currently UCSF has been unable to hire PAs, since several recent applicants have turned down the position due to low pay. PAs say they are striking due to their frustration with UC's low pay and lack of respect and their unwillingness to maintain the strength of the pension to support longevity.

Speech Therapist - Cost of living in SF prohibits employees from applying to UCSF. Outside recruiters are actively calling staff. Employees who have never been on a picket line came out to strike and are motivated to strike again.

Clinical Research Coordinator - UCSF has grown over the years, providing the highest quality of care. "Working with patients with pancreatic cancer, we have the honor to work in the clinics and with all the allied healthcare professionals. UC is disappointing the community with poor staffing and poor employee retention in these areas. There is no reason for young staff to stay and grow with UC."

Business Technical Support Analyst - "My job is to make people's life easier, and I am proud to work here. Lately I hear stories from colleagues who are leaving for double the pay at other facilities and locations. My family suffers because of the low UC pay. Personal beliefs are not enough to stay at UC."

RN Case Managers - "For 23 years, I have seen a constant revolving door of staff due to complex and heavy workloads. Staff come here and get their training and then leave to work at other facilities where the caseload is less and it is easier. Our team is made up of highly skilled

staff who assists with utilization review, safe discharges and costs of care, will leave when burn out runs high and the pension is not seen by UCOP as a benefit to retain staff. A 2% cost of living increase does not correct behind market salaries. Stop punishing the people who make UC number one.”

UC Office of the President offered to extend the expiration deadline of the UC Comprehensive package proposed last month which offered 2% annual increase for most job titles while removing any cap for parking increases and removing any cap for costs of health benefits. Accepting this overall pay cut would also sacrifice equity adjustments in many job titles, step increases, new shift differentials, premium holiday pay, and permanently undermines our retirement security. UPTE demanded UC present a compensation proposal that addresses the concerns of our members.

HX is in “status quo”- BE AWARE

During “[status quo](#)” virtually all of the contractual terms and conditions of employment must remain in effect, including benefits and work conditions. If your manager tries to change any work conditions, notify UPTE promptly so that we can file an Unfair Labor Practice (ULP) against UC. ULP charges can be used to correct the violation and as leverage during negotiations to get a fair contract.

We will need actual documentation of the status quo change, so please forward any documentation (emails, memos, meeting notes, etc.) you get to UPTE. Don’t refuse to do the work or make the change, even if it may well be a status quo violation. Do make notes with dates, times and who directed the changes. Contact your UPTE representative with questions.

- Find your local bargaining reps [here](#).
- See examples of status quo violations [here](#).
- If you would like an UPTE representative to come and speak to your group in the workplace, please [contact Dan Russell](#), UPTE executive vice president to set up a local meeting.

UPTE is a member-run union

Show your support for a stronger contract, equity adjustments, shift differentials, stipends, market wages and maintenance of benefits at future UPTE bargaining dates:

- May 21-22, UC Irvine - RX/TX

- No additional bargaining dates at this time

You can read past bargaining reports here: <http://www.upte.org/rx-tx-hx/>

Visit our [UPTE website](#) for updated information and our UPTE-CWA [Facebook](#) page for videos from our bargaining sessions.